



Navy Personnel Command

Enlisted Distribution Division (PERS 40)

Information Brief



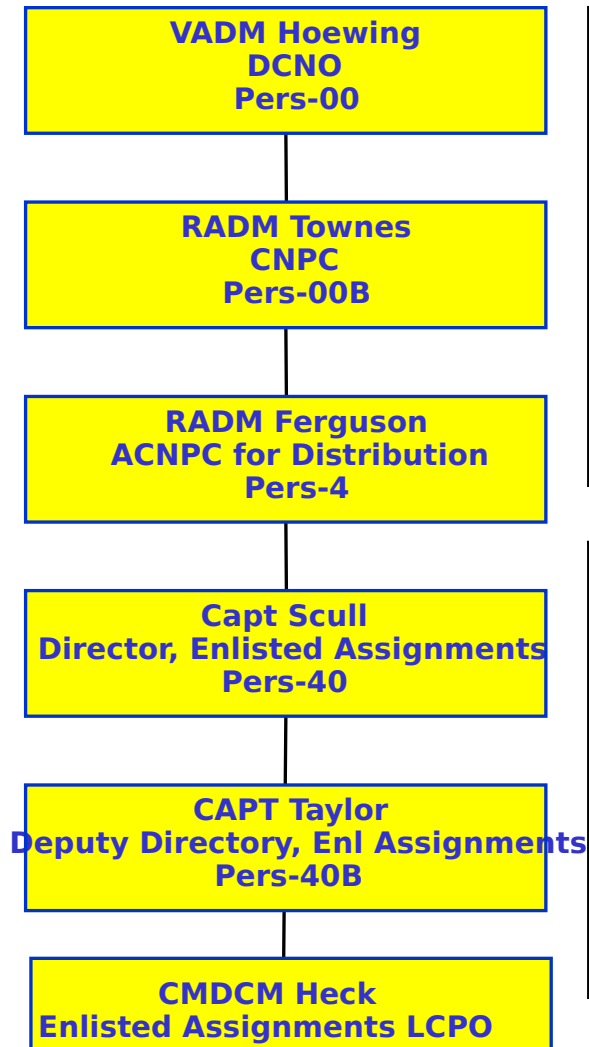


Branch Head ADMIN/Deck/Supply

**COMM (901) 874-3754; DSN 882-
3754**



Who We Are



PERS 401 - LCDR Jones / CUCM Stanley - SEABEES
401D - LCDR Renly / CMDCM McNutt - SPECWAR / EOD / Diver
PERS 402 - CAPT(sel) Parker / ENCM Thompson - Surface
402A - LCDR Nuhfer / ENCM Martin - Engineering / Hull
402B - LCDR Putnam / NCCM Palmero - Admin / Deck / Supply
402C - CDR Boozer / ITCM Kearnes - Surface / Combat Systems
402D - LCDR Watson / ABHCS Kons - Sea Special Programs
PERS 403 - CAPT Parker / CMDCM Walker - Submarine / Nuclear Power
PERS 404 - CDR Nelson / AVCM Braden - Aviation
PERS 407 - CAPT Dobbs / HMCN Geletka - Medical / Dental
PERS 408 - CDR Laquinta / CTMCM Knowles - Cryptologic (CT / IS / EW)
PERS 4010 - LCDR Murray / ASCM McWilliams - Shore Special Programs

Pers-40

26 Officer
314 Sailors

278 - Detailers
36 - Admin Support

26 Civilians

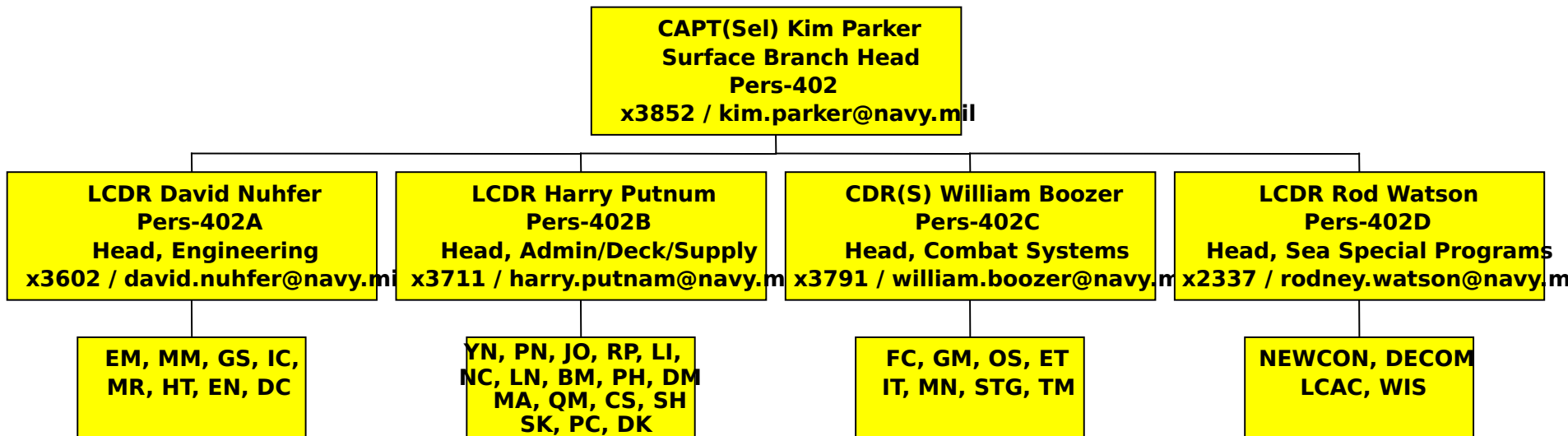
317,680
Customers
(as of 31 March 2004)

1 Detailer per:
1,150 Sailors



Functional Change for Pers-40

PERS-402 Surface Enlisted Assignments Branch



DSN: 882-XXXX
COM: (901) 874-XXXX



Personnel Management An Overview...

EPMAC

Enlisted Placement Management Center

- Distribution of USN Personnel to Ensure Navy Wide Readiness
 - *Command's Advocate*
- Generates "Req" based on MCA Priority and NMP
- GENDET Detailing

NPC

Navy Personnel Command, Millington, TN

- Rated Sailor Detailing
 - *Sailor's Advocate*

OPNAV

Enlisted Community Manager, Washington, DC

- Manages Inventory for Distribution

MCA

Manning Control Authority

- Determine Requisition Priorities
- 4 MCAs:
 - *LANTFLT/PACFLT*
 - *BUPERS*
 - *CHNAVRESFOR*

TYCOM

- Manning problems
- Emergent Personnel Fills

CNP VISION

- ⇒ Right Sailor
- ⇒ Right Time
- ⇒ Right Place





Detailing Vision

- Executes policies and goals critical to the efficient distribution of Naval Personnel
- Support Fleet Response Plan with efficient and timely fill of Manning Requirements
- Pivotal in Sailor Advocacy, ensuring the RIGHT SAILOR for the RIGHT JOB, with opportunity for Career Advancement and Personal Professional Growth



What Detailers Can Do

- **Make Assignments within PRD window (-3/+4 months)**
- **Make Valid GUARD 2000 Commitments**
 - **Billet permitting**
- **Coordinate Swaps**
- **Coordinate Spouse Collocations (1306/7 always required)**
- **Extend PRD (NAVPERS 1306/7 usually required)**
- **Provide Career Counseling and Advice**
- **Approve Split Tours**
- **Nominate to Special Programs (Recruiting, Recruit Division Commander, Law Enforcement, Detailers, etc.)**



What Detailers Can't Do

- **Change Allowance (BA and/or NMP)**
- **Make Assignments to Non-Existent Requirements**
- **Break PRD more than -3/+4 Months**
- **Break TOS or DoD Area Tours**
- **Change Sea/Shore Rotation**
- **Make GUARD 2K Commitments to Unqualified Personnel**
- **Make Assignments Contrary Requisition Priority**
- **Make Paygrade Substitutions without EPMAC Approval**
- **Make Humanitarian Assignments**
- **Change Enlistment Contracts**
- ***WAIVERS TO THE ABOVE SHOULD BE REQUESTED FROM BUPERS OR THE MCA (AS APPROPRIATE)***



How to Help Your Sailors

- Prepare early and plan ahead
 - PRD Planning should be on a 13 month horizon
 - Encourage early contact with the Detailer
 - Sailors deserve good counseling and advice
- Assignment decisions and commitments should adhere to 6-9 month PRD window policy
- Don't wait too long to make a decision
- Many requisitions require a specific NEC/special quals
- Communicate special needs and concerns directly to detailer



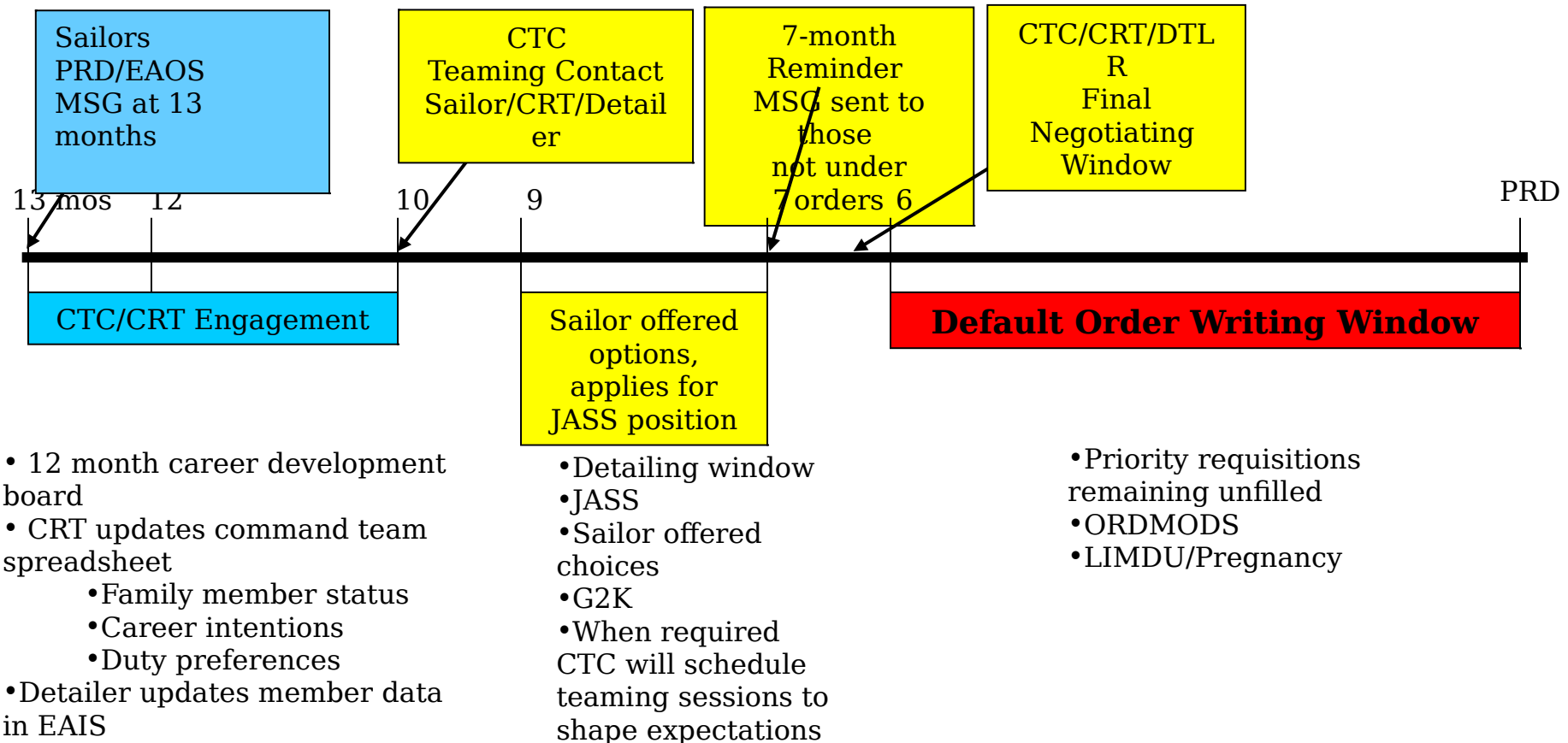
JASS Business Rules

- **GREEN:** Assignments made to Sailors that are within their 6 to 9 month PRD window to the MCAs highest priority requisitions.
 - For sea duty, 95% if requisitions to rollers will appear in Green. If there are not enough reqs (P6 – P9), EPMAC will select the highest priority Red Zone reqs to equal 95%.
 - For shore duty, 95% of requisitions to rollers will appear in Green.
- **RED:** Displays those sea requisitions that did not get filled in the P6 – P9 window, typically filled by LIMDUs being made avail for full duty, termination of shore, etc.
 - A minimum of one per MCA will be displayed and a maximum of 25% of the number in the Green Zone in each MCA.
 - None for shore duty.
- **YELLOW:** Assignments made to Sailors are for those eligible to reenlist under GUARD 2K, not to exceed 50% of the Green requisitions.
- **GRAY:** This is the all others category. This requires EPMAC and MCA concurrence through Detailer input.



Command Driven Team Detailing

CRT/Detailing Timeline



CTC = NPC Command Teaming Coordinator
CRT = Command Retention Team Member



MA Sea/Shore Rotation

Current Sea / Shore Rotation

<u>E4</u>	<u>E5</u>	<u>E6</u>	<u>E7</u>	<u>E8</u>
<u>E9</u>				
54/36	48/36	36/36	36/36	36/36
36/36				



MA Sea/Shore Rotation



Proposed Sea / Shore Rotation

<u>E4</u>	<u>E5</u>	<u>E6</u>	<u>E7</u>	<u>*E8</u>	<u>*E9</u>
1/1	1/1	1/1	1/1	1/1	
1/1					

One tour Type 1/

One tour on a Type 2/3/4/6 duty



Assignment Incentive Pay (AIP)

- **Purpose - To attract volunteers from Sea intensive ratings to jobs that have been historically difficult to fill overseas - Naples, Iceland, Korea, Guam**
- **Ineligible - Ratings that have primarily a CONUS/ OCONUS vice Sea/Shore rotation are not eligible for AIP. I.E. AC, AG, CT (Less CTT), LN, MU and some HM NECs.**



High-Year Tenure

Pay Grade	Active Duty Years
E9	30
E8	26
E7	24
E6	20
E5	20
E4	8
E3	6